 Missouri Department of Natural Resources Administrative Policies and Procedures		
Chapter 1 Employee Relations		
Policy: Affirmative Action and Employee Relations	Effective date	Revised
Number: 1.02	March 29, 2002	May 3, 2004

Employees of the Department of Natural Resources will treat one another equitably and fairly regardless of race, color, religion, national origin, age, sex, or disability.

Discrimination, harassment, intimidation, or retaliation of any kind will not be tolerated.

REFERENCES

Executive Order 98-21

Related DNR information

The Department of Natural Resources' Affirmation Action Plan

1.02 Affirmative Action and Employee Relations

- 1.02-01 Office of Employee Relations Procedures
- 1.02-02 Alternative Dispute Resolution Procedures
- 1.02-03 Discrimination Complaint Procedures
- 1.02-04 Discrimination Complaint Form
- 1.02-05 Grievance Procedures
- 1.02-06 Grievance Review Request Form
- 1.02-07 Sexual Harassment Complaint Procedures
- 1.02-08 Employee Assistance Program Procedures

1.04 Employee Advisory Council

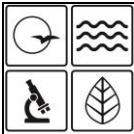
1.07 Multicultural Affairs Committee

4.01 Hiring and Promotions

7.01 Purchasing for Department Operations

GENERAL PROVISIONS

Employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor, appropriate level of management or the Office of Employee Relations. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.



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The Office of Employee Relations will serve as the department's representative in cases filed with the Equal Employment Opportunity Commission or the Human Rights Commission.

The Human Resources Program will prepare the department's Affirmative Action Plan.